

Professor of Field Education  
Director of Field Education  
USC Suzanne Dworak-Peck School of Social Work  
University of Southern California  
Email: [supranov@usc.edu](mailto:supranov@usc.edu)

## Education

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### **Doctor of Education – University of Southern California, USA (2019)**

- Doctor of Organizational Change and Leadership in Education
- Thesis: The Underrepresentation of Native Americans in Social Work Education

### **Master of Social Work – San Diego State University, USA (1995)**

- Concentration: Children, Youth and Families
- Specialization: Child Welfare – Title IV-E Recipient
- Thesis: A Qualitative Analysis of an Intensive Family Preservation Program

### **Bachelor of Science in Psychology – University of Leeds, UK (1985)**

- Honors Degree
- Thesis: Maternal Causal Beliefs for Abused and Handicapped Children

## Licenses

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**CA Licensed Clinical Social Worker LCS 19486 (Since 1999)**

## Academic Positions

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7/22 – Present **Professor of Field Education, Director of Field Education**

12/19-6/22 **Clinical Associate Professor, Director of Field Education**  
USC Suzanne Dworak-Peck School of Social Work

7/19-12/19 **Clinical Associate Professor, Field Education; Workforce Development Stipend Programs**  
USC Suzanne Dworak-Peck School of Social Work

2017-2019 **Clinical Associate Professor, Student Learning Outcomes**  
USC Suzanne Dworak-Peck School of Social Work

2015-2017 **Clinical Associate Professor, Field Education; Director, San Diego Academic Center**  
USC Suzanne Dworak-Peck School of Social Work

2012-2015      **Clinical Assistant Professor, Field Education**  
USC Suzanne Dworak-Peck School of Social Work

## **Roles and Responsibilities**

### **Director of Field Education**

- Responsible for organizing and implementing field placement assignments in all MSW programs (on-the-ground and on the Virtual Academic Center (VAC))
- Oversight of the development of new field settings; recruitment, orientation and training of field instructors; and other traditional field responsibilities
- Management and facilitation of student reviews, contract approvals and MOAs required by the University
- Administrative responsibility for budget, staffing, and use of information systems
- Facilitate strategic planning and implementation of new approaches to field instruction
- Lead a large and diverse group of clinical field faculty who teach 6-8 classes each year in a variety of flexible teaching arrangements, which factor in assignments as field liaisons, student placement responsibilities, and agency placement development
- HR supervisor of record for all full-time field faculty and supervisory responsibility of administrative staff within the Field Department
- Administer and manage Field Education policies and procedures as articulated in the Field Education Manual
- Final arbiter in placement/agency disputes (including dismissals of students from the MSW program due to egregious behaviors harmful to the wellbeing of clients and placement agency)
- Hold responsible leadership roles within the school, university, community and nationally
- Contribute to scholarship through publications, presentations, and trainings
- Co-Principal Investigator (primary) for the Coast to Coast Opioid Workforce Expansion Program funded by Health Resources and Services Administration (HRSA)
- Oversight and leadership for the Suzanne Dworak-Peck Telehealth Clinic and the Trauma Recovery Center, including grant writing, fundraising, and strategic planning for sustainability and growth

### **Workforce Development and Stipend Programs**

- Teach Integrative Seminars
  - Develop field placements and match students to placements/internships
  - Monitor internships and provide field liaison activities
  - Develop and maintain university and school relationships through field placement development, leadership, and community involvement
  - Provide professional development seminars and support for students pursuing a career in Public Child Welfare (PCW)
  - Co-Principal Investigator (primary) for the Coast to Coast Opioid Workforce Expansion Program funded by Health Resources and Services Administration (HRSA) Behavioral Health Workforce Education and Training (BHWET)
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## **Learning Outcomes**

- Oversight of learning outcome data collection, review, and compilation
- Preparation and presentation of assessment data to various internal and external stakeholders
- Tracking of learning outcomes, monitoring trends and facilitating process improvement activities to ensure ongoing quality improvement of the MSW curriculum and educational program
- Facilitation of curriculum review and decisions regarding curriculum revisions with Generalist and Specialist course leads and/or curriculum design teams
- Prepare documents for reaccreditation
- Provide support and guidance for departmental special projects related to the curriculum
- Contribute to learning outcome assessment of special projects or grants
- Leadership of Student Learning Outcomes Subcommittee of the Curriculum Council

## **Director, San Diego Academic Center**

- Develop and implement class schedule
- Propose and manage annual budget
- Supervise staff and provide leadership for faculty (recruit, train, mentor, develop)
- Manage facility and ensure campus safety
- Mentor student leaders and caucus members
- Respond to student issues and concerns
- Develop and maintain community partnerships
- Provide leadership for students, staff, and faculty as campus transitioned to virtual program delivery

## **Field Faculty, San Diego Academic Center**

- Teach Integrative Seminars
- Develop field placements and match students to placements/internships
- Monitor internships and provide field liaison activities
- Advise MSW students on academic and personal matters to ensure educational success
- Develop relationships in the San Diego area through field placement development, leadership, and community involvement
- Serve as the lead field coordinator for the Families & Children Concentration

## **Instruction (2012-2021)**

- SOWK 589a/b Applied Learning in Field Education (3 semesters)
- SOWK 698a/b Integrative Learning for Advanced Social Work Practice (3 semesters)
- SOWK 699a/b Advanced Applied Learning in Field Education (3 semesters)
- SOWK 588 Integrative learning for Social Work Practice (1 semester)
- SOWK 589a/586a Virtual Field Practicum (2 semesters)
- Prior field courses (586a/b; 587a/b; 686a/b) (8 semesters)

- SOWK 657 Social Work Practice with Native American Children, Families and Communities (National Immersion to Cheyenne River Sioux Tribe Reservation, South Dakota) (3 semesters)
- SOWK 503 Human Behavior in the Social Environment I (1 semester)
- SOWK 611 Leadership in the Social Work Profession and Organizations: Theory and Practice (1 semester)
- Core Concepts of Trauma for Children and Adolescents (5-day intensive) (3 semesters)
- Professional Development Training Sessions (10 annually) - Title IV-E stipend students
- Professional Development Training Sessions (14 annually) – Tri-County Behavioral Health Training Consortium Transition Age Youth Seminar
- Professional Development, Summer Institute: Motivational Interviewing for supervisors, managers, and leaders; Solution Focused Brief Therapy tools for supervisors and managers

## Scholarship

### Grant Activity

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#### **Principal Investigator: Trauma Recovery Center (TRC@USC) – CalVCB**

\$2.3 million grant to provide wrap-around trauma recovery behavioral health services to victims and witnesses of crime (and their family members). (July 2022 - June 2024)

#### **Principal Investigator: Safe-T Program (Supporting, Assessing, Facilitating Engagement through Telehealth) - Queenscare**

\$75,000 grant to support expansion of the USC Telehealth SAFE-T program, in order to provide short-term (6-8 sessions) evidence-based supportive counseling services to an additional 100 individuals throughout California. (October 2021- December 2022)

#### **Principal Investigator: USC Telehealth-FEMA CCP COVID - California Mental Health Services Authority**

\$1.9 million grant to provide peer counseling and support to residents of California experiencing grief, loss, stress and other psycho-social stressors related to the COVID-19 pandemic. Funding supports salaries for 25 peer support counselors (student workers) at an hourly rate of \$23.63 and salaries or partial salaries of the support and administrative staff. (March 2021 – August 2022).

#### **Co-Principal Investigator: HRSA Coast to Coast Project - Opioid Workforce Expansion Program.**

\$1.3 million over three years (PI). Lead grant writer and primary co-principal investigator for program that enhances the education and training of 81 Master of Social Work (MSW) students, corresponding faculty, and field supervisors, who are committed to providing Opioid Use Disorder (OUD) and other Substance Use Disorders (SUD) prevention, treatment and recovery services in targeted high need and high demand areas. Each student receives a stipend of \$10,000. (September 2019 – August 2022)

**Field Liaison: LA DCFS Title IV-E.****Director of Field Education: LA DCFS Title IV-E.**

\$1.5 million annually (Dean, PI). Served as field liaison (7/19-12/19) and field director (12/19-present) for program that delivers specialized public child welfare curriculum and support to MSW students (n=62) committed to service in public child welfare in California. Each student receives a stipend of \$37,000 for two years of graduate studies. (2019 - present)

**Co-Investigator: Protection and Quality Care for Children Project in El Salvador**

\$169,171 over six months (Lopez, PI). Conducted data analysis and provided expertise to this project provided by Whole Child International to address the rights, needs, and potential of El Salvador's most vulnerable children, building the Salvadoran government's capacity to respond to and prevent violence and neglect. Focus was on the mapping of the child protection system in El Salvador and an analysis of the deinstitutionalization process of minors. (2019 – 2020)

**Evaluation (In Kind): Health Resources and Services Administration (HRSA) Behavioral Health Workforce Education and Training (BHWET)**

\$1.9 million over four years (Lopez, PI). Co-writer of the grant proposal. Supported evaluation of program that trains MSW students (n=120) to provide integrated behavioral health services to vulnerable populations across the lifespan in rural and medically underserved areas in Alaska, Oregon, Washington and California. Each student received a stipend of \$10,000. (2017-2019)

**Co-Investigator: CSWE Policy Practice in Field Education Initiative, Community Engagement Project.**

\$9,975 (Cox, PI). Co-wrote grant proposal and provided support for implementation of this project to expand and enhance opportunities for students to participate in a policy advocacy and practice forum, write policy briefs, and design a policy advocacy campaign using social media. (2016-2017)

**Co-Investigator: Health Resources and Services Administration (HRSA) Behavioral Health Workforce Education and Training (BHWET)**

\$1.4 million (Lopez, PI). Provided lead for implementation of this program in San Diego to enhance the education and training of MSW students to provide behavioral health services for transition-age youth at risk of mental illness, substance abuse, violence/suicide in the counties of Los Angeles, Orange and San Diego. Each student received a stipend of \$10,000. (2015-2017)

**Collaborator/Participant: Protecting Neighborhoods from Child Maltreatment: Exploring Social Dynamics of Immigrant Communities and Interagency Collaboration**

\$200,000 (Hurlburt PI), U.S. Administration for Children and Families. Provided lead role in San Diego to engage and organize MSW students to collect data for this research project. Co-presented with PI at conferences in the community to disseminate results. (2016-2017)

**Collaborator/Participant: Safe and Healthy Neighborhoods Collaborative: Understanding and Preventing Family Violence and Child Maltreatment**

\$50,000 (Hurlburt PI), USC Price School of Public Policy. Provided lead role in San Diego to engage and organize MSW students to collect data for this research project. Co-presented with PI at conferences in the community to disseminate results. (2015-2016)

**Field Faculty: Department of Defense Educational Activity (DoDEA)**

\$7.8 million (Astor, PI). Faculty contributor to implementation of “Building Capacity to Create Highly Supportive Military-Connected School Districts: The Integration of Local School Data, Community Supports, Evidence-based Programs, and Empowerment Strategies to Promote Social and Academic Climates.” Implementation through a consortium of eight school districts in the San Diego and Riverside counties region. (2012-2014).

## Publications

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Caliboso-Soto, S., Hu, M., Hsaio, S. C., Cox, T., & **Supranovich, R.** (2022). Building Institutional Capacity for Field Education during COVID 19: Implementing an Evidence Informed Response to the Public Health Crisis. *Professional development: The International Journal of Continuing Social Work Education*.

**Supranovich, R.** & Newmyer, R. (2020). *Bringing Micro to the Macro: Adapting Clinical Interventions for Supervision and Management*. Routledge, Taylor & Francis Group.

Parga, J. A., Bargar, K., Monte, S., **Supranovich, R. A.**, & Brown, D. E. (2020). Beyond the Online versus On-campus Debate: Leveraging Technology in a CoI Framework to Enhance Student and Faculty Presence in the MSW Classroom. In Kuzman, P.A. & Littlefield, M.B. (Eds.), *Online and Distance Social Work Education: Current Practice and Future Trends*. Routledge.

Perrigo, J.L., Palmer, A., **Supranovich, R.**, Waters-Roman, D., Borja, J., López, O, Palinkas, L. (2020). *The Deinstitutionalization of Youth in El Salvador’s Child Protection System*. Whole Child International.

Traube, D., Perrigo, J. L., Palmer, A., Palinkas, L., **Supranovich, R.**, Waters-Roman, D., Borja, J., and López, O. (2019). *Protection and Quality of Care for Children Project: Mapping and Assessment*. Whole Child International.

Parga, J.A., Bargar, K., Monte, S. **Supranovich, R.**, & Brown, D.E. (2019). Beyond the Online versus On-campus Debate: Leveraging Technology in a CoI Framework to Enhance Student and Faculty Presence in the MSW Classroom. *Journal of Teaching in Social Work*, <https://doi.org/10.1080/08841233.2019.1651811>

Soto, C., Handboy, T., **Supranovich, R.** & Weiss, E.L. (2019). The Women of the Cheyenne River Sioux Tribe Reservation: Portrayals of Historical Trauma and Healing. In Zaleski, K., Enrile, A., Weiss, E.L. & Wang, X. (Eds.) *Women's Journey to Empowerment in the 21st Century: A Transnational Approach*. Oxford University Press.

**Supranovich, R.**, Cislowski, R., & Parga, J. (2018) Spiraling Organizational Change: A Campus Conversion to Online Programming. *Field Educator*, 8 (1), 1-12

Franzwa, P. & **Supranovich, R.** (2014). Student Veteran Challenges in Field Education and Internships: Programmatic Responses. In J.E. Coll & E.L. Weiss (Eds.) *Supporting Student Veterans in Higher Education: A Primer for Administrators, Faculty and Advisors*. Chicago, IL: Lyceum.

**Supranovich, R.** & Adam, L. (2000). Two paths to Title IV-E: The road of qualitative research. *Reflections: Narratives of Professional Helping*. 2000, 12-22

Stratton, P. & **Swaffer, R.** (1988). Maternal causal beliefs for abused and handicapped children. *Journal of Reproductive and Infant Psychology*, 6, 201-216

## Academic Presentations

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Sela-Amit, M., **Supranovich, R.** & Bourdeau, T. (2021). *Advancing Evidence-Based Practices for Racially and Ethnically Diverse Clients*. National Association of Social Workers - CA Conference, Online Oct/21

Mcsweyn, S., **Supranovich, R.** & Bourdeau, T. (2020). *A Comprehensive evidence informed training model with a diversity, equity, inclusion lens*. Council of Social Work Education Annual Conference, Online Nov/20

**Supranovich, R.**, Franklin, U., & Brown, D. (2020). *Plan, Do, Study, Act (PDSA) to Address DEI in Teaching Inter-Professional Practice*. Council of Social Work Education Annual Conference, Online Nov/20.

**Supranovich, R.** (2020). *Trauma Informed Care, Child Welfare, and COVID*. Together We Can Annual Conference. Louisiana/online, Nov/20.

**Supranovich, R.**, Mcsweyn, S., & Bourdeau, T. (2020). *From the Classroom to Direct Service: Training Students in Evidence-Based Practice*. NASW National Conference, June 2020. (Deferred due to COVID-19).

**Supranovich, R.**, López, O., Franklin, U., Brown, D., & Icenhower, K. (2020). The Evolution of Teaching Inter-Professional Practice Through the Plan, Do, Study, Act (PDSA) Cycle.

The Network for Social Work Management's 31st Annual Management Conference, New York City, NY. (Postponed due to COVID-19)

Chorpita, B, Becker, K., Higa-McMillan, C., & **Supranovich, R.** (May, 2020). *Education Roundtable Discussion: New challenges and burdens that higher education is facing due to the COVID-19 global pandemic.* By invitation only webinar hosted by Practicewise.

Newmyer, R, & **Supranovich, R** (2019). *Meaningful Measurement: Developing Metrics Through Participatory Processes.* Interactive Workshop. Council of Social Work Education Annual Conference, Denver, CO. Oct/19

Wind, L., **Supranovich, R.**, Lopez, O., Zappas, M., & Franklin, U. (2019). *The Evolution of Teaching Interprofessional Practice through PDSA: An Interactive Workshop.* Interactive Workshop. Council of Social Work Education Annual Conference, Denver, CO. Oct/19

**Supranovich, R.**, Parga, J., Monte, S. & Bargar, K (2019). *Creating a Community of Inquiry in Online MSW Education Programs.* Interactive Workshop. Council of Social Work Education Annual Conference, Denver, CO. Oct/19

Cederbaum, J., Mennen, F., **Supranovich, R.**, Lee, O., & Traube, D. (2019). *The Implementation of Evidence-Informed Practice into MSW Specialized Curriculum.* Roundtable. Annual Conference of the Society for Social Work and Research, San Francisco, CA. Jan/19 (Accepted but unable to attend)

**Supranovich, R.** & Newmyer, R. (2018). *Adapting Solution Focused Brief Therapy Techniques to Manage an Interprofessional Workforce.* Interactive Workshop. Council of Social Work Education Annual Conference, Orlando, FL. Nov/18

Smith, W. & **Supranovich, R.** (2018). *An Assessment Framework: Creation, Implementation and Moving Forward.* CSWE 2017-2018 Assessment Academy Webinar Series (April, 2018).

Newmyer, R. & **Supranovich, R.** (2017). *Bringing Micro to the Macro Arena: Using Motivational Interviewing in Management.* Interactive Workshop. Council of Social Work Education Annual Conference, Dallas, Tx. Oct/17

**Supranovich, R.** & Fitzgerald, T. (2017). *Decolonizing Social Work: Teaching through Cultural Immersion and Cross-Cultural Role Modeling.* Oral Presentation. Council of Social Work Education Annual Conference, Dallas, Tx. Oct/17

**Supranovich, R.** & Lopez, O. (2017). *Bringing Micro to the Macro Arena: Using Motivational Interviewing to Develop Staff and Create Positive Organizational Change.* Interactive Workshop. Network for Social Work Management's 28th Annual Management Conference, Fordham University, New York, NY. June/17.



- Cislowski, R., **Supranovich, R.** & Parga, J. (2017). *Maintaining Morale, Mission, and Excellence During a Transformational Change*. Interactive Workshop. Network for Social Work Management's 28th Annual Management Conference, Fordham University, New York, NY. June/17.
- Hurlburt, M. & **Supranovich, R.** (2017). *Social Contextual Differences in Neighborhood Areas with Atypically High and Atypically Low Rates of Child Maltreatment Referrals*. Oral Paper. Annual Conference of the Society for Social Work and Research, New Orleans, LA. Jan/17.
- Supranovich, R.** & Lopez, O. (2017): *Adam Lanza and Problem-Based Learning: Teaching About Transition-Age Youth*. Lecture. 20th Annual American Association of Behavioral and Social Sciences (AABSS) Conference, Las Vegas, NV. Jan/17.
- Cislowski, R., **Supranovich, R.** & Parga, J. (2016). *A social work program's change from traditional to virtual: Impact on field*. Council of Social Work Education Annual Conference, Interactive Workshop, Atlanta, Ga. Nov/16
- Supranovich, R.**, Lopez, O., & Alamo, R. (2016). *Adam Lanza and Problem-Based Learning: Teaching About Transition-Age Youth*. Council of Social Work Education Annual Conference, Interactive Workshop, Atlanta, Ga. Nov/16
- Franzwa, P. & **Supranovich, R.** (2016). *Supporting Field Education Success for Veteran Students with Mental Health Problems*. Oral Presentation. 4<sup>th</sup> Annual Military Social Work Conference. Austin, TX. Sept/16.
- Newmyer, R. & **Supranovich, R.** (2016). *Paying It Forward: Creating and sustaining an organizational culture that supports achievement and success for transition age youth*. Poster Presentation. Network for Social Work Management's 27th Annual Management Conference. June/16
- Finno-Velasquez, M., Hurlburt, M. & **Supranovich, R.** (2016). *Neighborhood Consistency in Levels of Unusual Risk for and Protection from Child Maltreatment Referrals*. International Conference on Child and Family Maltreatment, Panel Presentation, San Diego, CA. Jan/16
- Franzwa, P. & **Supranovich, R.** (2015). *Introducing Social Work to K-12 Schools Serving Challenging Populations Through MSW Internships*. Council of Social Work Education Annual Conference, Roundtable Presentation, Denver, CO. Oct/15

Sela-Amit, M. & **Supranovich, R** (2015). *Addressing Students' Empathic Challenges in Field Education: From Theory to Practice*. Council of Social Work Education Annual Conference, Interactive Workshop, Denver, CO. Oct/2015

Paulson, A. & **Supranovich, R** (2015). *Leveraging Community Partnerships to Enhance Services for MEP Children and Families*. Western Forum for Migrant & Community Health, San Diego, CA. Feb/15

**Supranovich, R** (2014). *Teaching social work students about poverty and homelessness through experiential immersion*. Council of Social Work Education Annual Conference, Roundtable Presentation, Tampa, Fla. Oct/14

Hurlburt, M., **Supranovich, R.** & De Los Reyes, C. (2014). *Connect to Protect (C2P): A Collaborative Effort to Promote Safety in Communities Through Social Strength*. Network for Social Work Management Annual Conference, Boston, Mass. June/14

Franzwa, P. & **Supranovich, R.** (2013). *Strategies to Increase Student Internship Success for Students with Mental Health Challenges*. Council of Social Work Education Annual Conference, Roundtable Presentation, Dallas, Texas. Oct/13

## **Management/Leadership – Professional Practice**

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### **Assistant Deputy Director**

**County of San Diego, Health and Human Services Agency (HHSA), North Coastal and North Inland Regions (9/2008 to 6/2012)**

Responsible for oversight and administration of:

- Child Welfare Services offices (2) providing legally mandated services to address child maltreatment (170 staff)
- Public Health Centers (2) providing immunizations, TB and STD services, and two Public Health Nursing teams providing services in the community (60 staff)
- Family Resource Centers (2) providing public assistance - CalFresh, CalWORKs, MediCal, and General Relief services (230 staff)
- Community Resource Centers (2) located in rural communities (Ramona and Fallbrook) offering co-located and integrated social services including public assistance, public health, child welfare, and mental health services (30 staff)
- Community Health Promotions team providing preventive public health services across the North County via community collaboration and public education (5 staff)
- \$17 million budget and management of two County contracts serving North County
- Leadership for strategic planning, program implementation, resource development, community collaboration, staff development, and operational excellence
- HHSA representation on numerous community committees/collaborations and various Agency and County-wide initiatives

## **Child Welfare Services Manager**

**County of San Diego, HHSA, Child Welfare Services (CWS), North Central Region (9/04 to 8/05), North Coastal/Inland Regions (8/05 to 4/07), and East Region (4/07 to 9/08)**

Responsible for administration of regional CWS services from investigations to court intervention to reunification and permanency (60-120 staff) including oversight of practice (program integrity, quality assurance, process improvement), personnel issues, budget, and resource development and allocation. Span of control included at various times three county-wide programs – Family Violence Unit, Medically Fragile/Deaf Unit, Indian Specialty Unit; and two specialty programs - Intensive Family Preservation Unit and Military Liaisons. Extensive community engagement activities and development of community collaboratives related to CWS. Initiated various practice/service improvements including first Deaf Group Home in Southern California, implementation of Neighborhoods for Kids East County, and mobile Dental Clinic for Foster Youth, North County. Child Sexual Abuse Expert witness in Juvenile Dependency Court.

## **Program Manager/Team Leader**

**Rady Children's Hospital San Diego, Chadwick Center for Children and Families, Family Support Program, Answers Benefitting Children (3/00 to 6/02)**

Administration of community-based child abuse prevention program combining case management and mental health treatment services for children and families (15 staff). Responsible for program start up and implementation; development of policy and procedures; data collection, program evaluation, and achievement of measurable outcomes; quality assurance and program integrity; compliance with County and State contractors; budget development and oversight; grant writing and fundraising; hiring and supervision of professional (social workers and nurses) and paraprofessional staff and interns providing in-home and center-based services (case management, crisis and supportive counseling, parenting education, support groups, childcare, and linkage to community services); facilitation of multi-disciplinary team of experts to review cases and program implementation; extensive community collaboration and shared oversight of two Family Resource Centers based in National City Elementary schools.

## Direct Services – Professional Practice

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### **Psychological Evaluator, pro bono**

**Suzanne Dworak-Peck-Keck Human Rights Clinic** (9/20-present)

Provide psychological assessments for immigrants seeking asylum in the United States due to human rights abuses and trauma experienced in their country of origin.

### **Social Worker II, Trauma Counselor**

**Children's Hospital San Diego, Chadwick Center for Children & Families, South Bay Trauma Counseling Program** (10/01 to 3/03)

Provided individual, family, and group therapy to children, adolescents, and adults who have experienced trauma, including sexual abuse and domestic violence. Trained in evidence-based interventions including Trauma Focused Cognitive-Behavioral Therapy (TF-CBT), Parent-Child Interactive Therapy (PCIT), and expressive play therapy.

### **Protective Services Worker/Protective Services Supervisor**

**County of San Diego, Health and Human Services Agency** (6/95 to 3/00; 3/03 to 9/04)

As a Protective Services Worker (PSW) worked in various capacities providing investigative and case management services to children and families including:

- Emergency Response - urgent (within 3 hours) and routine investigation of allegations of child abuse, risk assessment, determination of need for protective custody, and crisis intervention.
- Court Intervention - filed petitions in Juvenile Court to legally remove children from unsafe homes, compiled comprehensive bio-psychosocial assessments and related court documents, developed case plans to promote family reunification, identified appropriate placements, and provided ongoing case management to children, parents and caretakers.
- Continuing Services - provided court ordered and voluntary case management services to promote family reunification, involving constant communication and collaboration with families, courts, and community service providers.
- Investigator, Office of the Ombudsman - conducted in-depth analysis and review of high profile cases and cases involving allegations of inadequate casework and advocate for changes in Agency policy and practice based upon findings. Mediated between the Agency and community members and prepared documentation on behalf of Agency officials.

As a Protective Services Supervisor (PSS), provided clinical and administrative direction/guidance to a team of PSWs providing Court Ordered and Voluntary Continuing Services.

### **MSW Intern**

**Children's Hospital Center for Child Protection, San Diego, CA** (9/94 to 5/95)

Provided weekly individual, family and group therapy for child victims of sexual abuse and/or their family members. Coordinated and led Juvenile Court Preparation Program for child witnesses. Marketed agency programs and promoted annual International Child Maltreatment Conference.

## **MSW Intern/Student Worker**

**HHSA, Child Welfare Services, San Diego, CA (9/93 to 9/94)**

Case manager for children with severe psychological, emotional and behavioral problems who were placed in specialized foster care or group homes. Assisted with screening and assessment of children referred for Residential Services.

## **Outreach Worker and Parenting Class Instructor**

**New Alternatives Inc., San Diego, CA (2/91 to 9/94)**

Provided in-home services to families in the form of teaching and demonstrating parenting and home-management skills, effective communication, and community resource utilization. Taught court approved weekly parenting class for parents who had abused and/or neglected their children.

## **Relief Shelter Staff/Group Facilitator,**

**YWCA Battered Women's Services, San Diego, CA (1/91 to 9/94)**

Maintained daily routine in the shelter and provided crisis counseling for residents and Hotline callers. Facilitated weekly therapy group for domestic violence victims.

## **Group Therapist (Volunteer)**

**HHSA, Child Welfare Services, San Diego, CA (9/92 to 9/93)**

Co-facilitated weekly therapy group for adolescent girls who had experienced sexual abuse (Daughters and Sons United curriculum).

## **Crisis Counselor (Volunteer)**

**Helpline, Key West, FL (9/89 to 5/90)**

Suicide and crisis intervention counselor for 24-hour hotline.

## **Research Assistant**

**Family Therapy Research Center, Leeds University, UK (1985 to 1986)**

Expansion of undergraduate thesis for publication. Assessed family therapy sessions and performed data analysis.

## **Professional Memberships**

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Council on Social Work Education

National Association of Social Workers

Network of Social Work Managers

## **Awards and Recognition**

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**May 2018**

**USC Suzanne Dworak-Peck School of Social Work Excellence in Leadership and Creativity Award** for excellence in leadership, creativity and contributions to curriculum

- 2012**                      **North County Gang Commission Recognition Award** for vision and energy to create “Building Better Futures,” a gang prevention summit.
- 2011, 2012**                **Recognition of Unique and Significant Contribution** to the enrichment of SDSU students and the community from SDSU Career Services, SDSU Student Affairs
- 2007, 2010, 2012**      **Tribal Star Champion** in recognition of valuable contributions to the Tribal STAR Project, SDSU Academy for Professional Excellence
- 2010**                      **Leadership Enhancement & Advancement Program Award** in recognition of personal commitment, dedication, and performance from County of San Diego, Health & Human Services Center, Knowledge Center
- 2008**                      **Teamwork & Dedication Award**, County of San Diego, Health & Human Services Agency, North Regions
- 2007**                      **Managers Development Institute Mentor Award** in recognition of personal commitment, dedication, and performance
- 2004**                      **Advancement of Agency Mission & Principles Award** in recognition of diligence and service above and beyond (June); **Teamwork and Leadership Award** (September)

## **Additional Training/Teaching Experience**

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### **Managing and Adapting Practice: Practicewise LLC (2016 to 2019)**

Provided orientation and training to students and faculty on use of the Practicewise Managing and Adapting Practice (MAP) website and tool for providing evidence informed services for children, youth and families. MAP certified instructor. Lead faculty for MAP roll out at USC Suzanne Dworak-Peck School of Social Work.

### **Evidence Based Interventions: MI, PST & CBT (2012 to 2019)**

Circle trainer for Motivational Interviewing (MI), Problem Solving Therapy (PST), and Cognitive Behavioral Therapy (CBT) to MSW students and Field Instructors. Created materials and lead presenter on application of PST to macro practice. Provided MI training in the community to agencies including employment developers, hospital and school personnel.

### **Strength-Based Leadership (2012 to present)**

Guest speaker for 611 classes at SDAC on Strength-Based leadership and application of the Gallup Strengthsfinders survey results. Facilitated retreats/trainings on Strength-Based Leadership for the Admissions Team, the Dean’s Leadership Scholarship recipients, SDAC faculty, VAC field faculty, and community-based organizations e.g. Mental Health Systems, Inc.

## **Community Immersion (2013 to 2015)**

Developed and co-facilitated an annual Community Immersion experience for incoming MSW students to introduce them to communities who experience poverty and homelessness. Included orientation to the MSW program, study habits, and writing skills.

## **Tribal Star Trainer/Consultant (2011 to 2012)**

Independent contractor for San Diego State University Research Foundation Department of Professional Excellence. Co-trainer/participant of Indian Child Welfare Act trainings, gatherings and summits.

## **MSW Field Instructor (1997 to 2012)**

Provided field instruction to MSW and MSW/JD students through SDSU and USC. Field instructor for both clinical and administrative track students at HHSA and at Radys Children's Hospital San Diego, Chadwick Center for Children and Families.

## **LCSW Clinical Supervisor (2003 to 2004)**

Provided individual and group supervision to MSW and MFT candidates pursuing licensure.

## **Tutor, Mastering the Masters, SDSU School of Social Work, San Diego (1995 to 2000)**

Taught 36-hour preparatory course for incoming first generation BSW and MSW students on study skills and introduction to social work.

## **Graduate Assistant, for Dr. James Ajemian, SDSU School of Social Work (9/93 to 6/94)**

Teaching assistant for an undergraduate class in majority/minority relations.

## **Sample Trainings Provided**

### **Field Instructor Orientation and Training (2012 to 2017)**

Training for new MSW Field Instructors to fulfill requirements for CSWE. CEUs provided.

### **Motivational Interviewing for Community Providers (2014 to 2018)**

Co-developed modified MI Training for staff at agencies where students intern to orient them to MI and increase capacity to engage hard to reach populations. Agencies included Manpower Inc., Navy Medical Center, San Diego County Office of Education, Migrant Education, Mental Health Systems Inc., Homestart Inc.

### **The Other Side of ICWA: A Cultural Journey into Fairness & Equity (2010-2012)**

#### **The Summit: Creating Connection**

Co-trainer of curricula developed by Tribal STAR provided to Tribal and Non-Tribal Directors, Managers, Supervisors and Frontline Staff throughout Southern California.

#### **Leadership Development Seminars (2005 – 2012)**

Created a curriculum to introduce line staff to management and leadership in public child welfare. This 12-week series of seminars introduces students to strength-based management concepts (Gallup), Budget, Performance Management, Communication, Political Acumen, Presentation Skills, Teambuilding, Strategic Planning, Change Management, and Self-Care.

Participants were paired with a mentor and required to complete a “stretch project” as well as a 3-5-minute presentation to Agency Executives during the final session. Curriculum was subsequently adopted across San Diego County HHSA and adapted for various divisions/departments. Taught the full series from 2005 – 2009; subsequently guest presenter on topics of Political Acumen and Self-Care.

### **Title IV-E Alumni Panel (4/2012)**

Panel presenter at the Title IV-E Student Conference by the California Social Work Education Center to share experiences in Public Child Welfare since graduation.

### **Transference and Counter-transference in Public Child Welfare (1999-2010)**

Developed training for MSW Students and Field Instructors that was then adapted for HHSA line staff (PSWs and PSSs) to address the role of transference and counter-transference with this specific population. Training provided on site at SDSU and at HHSA.

### **SimplyStrengths (2008)**

Provided training to staff across HHSA on the SimplyStrengths curriculum developed by The Marcus Buckingham Company, LLC (TMBC). Training included group seminars and one on one coaching to increase employee engagement and productivity.

### **Child Sexual Abuse (2004 – 2008)**

Training for HHSA CWS staff on the dynamics of sexual abuse and challenges working with families who have experienced sexual abuse. Addressed issues of transference, counter-transference, and self-care.

### **Longevity in CPS (2007)**

Presentation at Title IV-E Student Conference by the California Social Work Education Center on professional and personal self-care in public child welfare.

### **The Impact of Culture on Child Abuse Investigations (2007)**

Developed and co-trained CWS staff with use of multiple case studies/scenarios to illustrate cultural dynamics of ethnic groups typically over-represented in CWS.

### **Affecting Outcomes in Juvenile Dependency (2007)**

Prepared and presented a training on Concurrent Planning in collaboration with County Counsel and Adoptions for the Administrative Office of the Courts Center for Families, Children and the Courts, Annual training in San Diego and El Centro.

### **SB636 California Redesign (2004)**

Trained HHSA staff across the county on policy and practice change related to SB636 California Redesign.

### **Clinical Supervision of Student Interns (2004)**

Training for CWS field instructors of MSW interns, with a focus on clinical aspects of supervision such as parallel process and addressing transference/counter-transference issues.



## **Child Welfare Services in the USA – Policy, Programs and Practice (2002)**

Developed and presented training to students at undergraduate college in Buckinghamshire, UK. Provided an overview of the history and evolution of public child welfare services in the USA. Facilitated comparative dialogue of UK to US child welfare services among students.

## **Continuing Education**

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### **Conferences attended:**

- Council on Social Work Education Annual Conference, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020
- Network for Social Work Management Annual Conference, 2014, 2016, 2017, 2018
- Lobby Days, Sacramento, CA 2016
- International Conference on Child and Family Maltreatment – Rady Children’s Hospital of San Diego, Chadwick Center 2001, 2002, 2003, 2007, 2016
- School Social Work Association of America, National Conference, 2013
- Impact of Violence and Trauma in our Community: Building Effective Community Solutions Conference – San Diego and San Bernardino Counties 2011
- 17<sup>th</sup> Annual ICWA Conference – Pala Band of Mission Indians 2010
- Regional Child Welfare Conference – San Diego Grantmakers, Casey Family Programs and California Department of Social Services Dec 2008
- Family to Family Leadership Conference: Youth and Parent Involvement – Annie E. Casey Foundation, 2005
- Undoing Racism – The People’s Institute 2005
- Leadership Symposium on Fairness and Equity in California’s Child Welfare System – CWDA, CDSS, CalSWEC, Casey family Programs, 2005
- Combat Stress and Family Relationships – Camp Pendleton, 2004
- California Family to Family Convening – The Resource Center for Family Focused Practice & UC Davis Extension, 2004
- Annual Children’s System of Care Conference – Therapeutic Services Inc. 2004, 2009
- California Safe and Healthy Families (Cal-SAHF) Integrated Team Case Management Approach – Children’s Hospital of San Diego/California Office of Child Abuse Prevention 2000
- Fatherhood Conference – California Dept of Social Services 2000
- Healthy Families America Conference – 2000

## **Political Advocacy**

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### **Student Representative, NASW California Chapter (1993-1995)**

Communicated student concerns to the Regional Board. Designed and publicized program events. Secretary for the Steering Committee and Co-Chair for the Social Action Committee.

### **Graduate Assistant/Research Associate, for Dr. David Stoesz, SDSU School of Social Work (1993-1994)**

Public speaking and grant writing for local Child Welfare Policy Initiative. Research and collaboration on Child Welfare Policy text book.

## Strengths\*

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\*The Gallup organization has conducted extensive research to help organizations become strength-based and better leverage the natural talents and strengths of their employees for improved outcomes in terms of productivity, quality, retention (customer and employee), and workplace safety.

The Gallup Strengthfinders survey indicates that my top five strength themes are:

- **Communication** – A talent for public speaking, presentations and story-telling
- **Input** – A knowledge seeker and collector of information and research
- **WOO** – Wins Others Over and makes new connections and relationships with ease
- **Strategic** – Quick to identify patterns/issues and exhibits fine problem-solving skills
- **Maximizer** – Makes good things even better, stimulates excellence